

14 OCT 1981

STAT MEMORANDUM FOR:

[REDACTED]  
Language School, OTEFROM: William N. Hart  
Chairman, Language Development CommitteeSUBJECT: Loss of Language Use Award for  
Language Specialists

1. This is in response to your memorandum to me dated 1 October 1981 regarding the replacement of Language Use Awards for language specialists with a one-time pay adjustment equivalent to a step increase. As you pointed out, language specialists already in Step 10 of their grade cannot receive this adjustment. The concept of paying a minimum and maximum salary range was established by Congress in the Classification Act of 1949. While there have been exceptions--primarily related to location--the Office of Personnel Management has not declared language specialists as qualified for higher pay than that established by Congress as the maximum pay range for a classified grade.

2. We realize that this seems unfair to those employees at Step 10 of their grade, and we are working to find a more equitable solution. This will probably involve a payment from the Agency Cash Awards Program.

3. While this is not an ideal solution, it is the best way we can devise to both recognize the important contribution being made by language specialists and to stay within the intent of Congress.

/s/ William N. Hart

William N. Hart

STAT OTE/LT [REDACTED] (7 Oct 81)

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October 1, 1981

Chairman  
Language Development Committee

Dear Sir:

On September 25th [ ] announced at the all-hands meeting of the Language School the decision to replace the payment of \$50 each pay period for language use by a step increase effective as of October 1st.

When I asked [ ] the provision for an employee in step 10, he mentioned a vague possibility of a one time special award payment (\$1000-\$1200) to be paid some time in the indefinite future if the funds might be found.

I am a grade 12 step 10. This possible one time payment is by no means comparable to the automatic step increase which is a specific amount built into the employee's salary starting on a set date. This ruling is discriminatory against anyone in step 10 at any grade.

I should like an equitable solution. I trust that you will consider this problem, and advise me of your decision at your earliest convenience.

Sincerely,

[ ]

Language School

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